



PLAN ADMINISTRATION

Retirement Solutions | Plan Administration

Administering Retirement Plans with Omni

FIS™ provides a set of tools to help your business manage pension recordkeeping and administration functionality. By offering global, web-based access to plan participants and sponsors, FIS helps your business capitalize on the trend towards increased asset growth in retirement investing worldwide. With FIS' Omni solution, recordkeepers can administer both defined benefit and defined contribution plans from one system, adding the convenience of multiple plan administration types to the same participant group. Assets climb to all-time high: Recordkeepers see boost to \$4.45 trillion; top firms play musical chairs in rankings, Pensions and Investments.

FIS' various financial systems such as the FIS Global Network, trust, accounting and payments systems can be integrated with the Omni recordkeeping system. FIS can help you define your business needs and work with you on devising a suitable combination of solutions to help meet your business requirements.

The Omni suite of products is innately flexible. It works on multiple platforms, which means it can scale from the PC to the mainframe. Furthermore, Microsoft® Windows, UNIX on Hewlett-Packard®, IBM®, Sun Microsystems® and MVS® Mainframes support FIS' Omni products equally. FIS' transparent solution architecture helps eliminate platform presentation differences at the user level. Your clients can even transfer their plans between platforms, using FIS provided utilities.

License and install – host – outsource

Administrators can license FIS' recordkeeping software for on-site installation or as a FIS-hosted service that you access via the Internet. You also have full-service outsourcing options where you can employ FIS to manage your entire administration business securely. No matter what delivery or service option you choose, FIS helps accommodate your current needs and changes as your business grows.

Industry leading platform

At the core of Omni is a centralized rules management and execution engine which allows business and application logic to be defined in a consistent, structured manner. This provides a new paradigm for creating and modifying application logic through a centralized rules management module. This helps support over time by allowing business rules to be created and maintained with less custom and proprietary programming, resulting in the ability to quickly adapt to changing market needs, fewer subsequent code migrations and less regression testing. Omni has an extensive set of rules based on a subset of existing application rules which provide the core logic for retirement servicing.

More than one third of CEOs expect to outsource a business process in the next 12 months.

THE TOWERGROUP

Customizable to help maximize efficiency

With Omni's scripting capability, you can develop your own custom rules and build new processing logic to meet changing administration requirements. Scripting helps serve as a straight path to programming efficiency. You no longer need to rely heavily on programming support because the Omni system contains a library of functions, all of which use scripting to help your programs communicate with each other. The library helps minimize the need to reprogram or customize every single feature you need for your business.

Calculations and postings can be prepared to update anything. Omni scripting also helps provide data and balances for participant and sponsor Web portals. The Omni software will look, feel and work the same way from anywhere it is accessed, whether from your own office or from a remote location.

Retirement providers are often running on legacy platforms, limiting integration points and scalability to meet market demands. Providers need to meet market demands with growth of participant bases.

SUPPORTED PLAN TYPES:

- Traditional, qualified, employer-sponsored defined contribution plans for corporate, government and nonprofit organizations (401 (k), 403 (b), 457, etc.).
- Non-qualified plans, such as executive pay, employee stock ownership plans and stock options.
- Individual-based, retail plans.
- Hybrid structures, such as traditional and cash balance defined benefit plans.
- Provident funds.
- Individual benefit accounting, such as individual retirement, education savings and health savings.

Dynamic front-end experience

Omni's browser-based user interface opens the door to doing business on your schedule. Whether you are at home or at a Wi-Fi hot spot, real-time access to Omni can be at your fingertips to keep workflow going regardless of location, even globally. Omni's graphical interface is designed to provide a more intuitive and enhanced visual experience. Utilization of the accessibility and customization features, page content, tab orders, field labels, default values and the presence of entire objects are determined at your discretion. Administrators have the ability

to setup profiles for various user groups. It also allows you to generate personalized reports and spreadsheets that can be exported into Adobe PDF documents or Excel workbooks.

Flexible access

The Omni system helps provide your organization with global, web-based access to records, alongside its abilities to set up and administer annuities, and reconcile deposits. Enabled by its web solution, every screen in the system can be customized to meet user preferences. Users can simply access the system via a browser interface that combines features of FIS' Omni suite of solutions for plan sponsors, plan participants, call-center representatives, third-party administrators (TPAs) and advisors. Should your clients need the flexibility to contact you on the telephone as well, FIS' Omni Interactive Voice Response (IVR) system is a valuable tool.

Omni's web solution consists of a series of comprehensive, interactive web applications designed to provide retirement plan and account management capabilities to participants, plan sponsors and call center representatives. In addition, the web-based administration console allows you to enable certain features that help tailor the appearance and content of participant- or sponsor-facing information. The Omni web solution can also be integrated into existing web environments to give users a single point of access for users and advisors. web solutions can be extended to also include mobile applications.

Providers not only need the technology and tools to report data accurately in a transparent environment, they also need to be able to focus on marketing the value their service fees represent to the client.

Data accuracy and validation

With Omni, you can automate some of your most laborintensive, manual processes in the back-office to improve the efficiency of payroll contributions and streamline the process from data submission by the plan sponsor to automate the funding and posting of the recordkeeping system. Omni's tools provide plan sponsors and recordkeepers access to online submission and rules-based validation of payroll, compliance, demographic and other user-defined data. Omni also provides advanced event and automated task management to help ensure timely execution of critical recordkeeping, helping to increase operational efficiency. This application enables plan sponsors to submit contributions, loan payments, participant indicative information and other administrative data online, validates, and then notifies the plan sponsor or administrator of any problems or inconsistencies to ensure that tasks are completed on time.

Mergers and acquisitions often result in inefficient client acquisitions and on-boarding experiences. Consolidating markets require providers to quickly onboard plans and data.

Compliance and reporting

Omni offers customers a compliance feature for testing and allocation capabilities to create a seamless interchange of data needed for compliance testing and efficiency improvement. This feature allows for recordkeepers planning design-oriented employer allocation testing capabilities and simplifying Omni upgrade regression testing. The compliance feature also helps determine employer allocations and supports transaction exports and multiple compliance testing types.

It is important to note that Omni is fully compliant with current regulations, including IRS 402 (g) and 415 limits and new PPA regulations. Should you need participant or plan information for any purpose, regulatory or

otherwise, the Omni system gives you single-point access to all processing events and histories for reporting purposes.

Administering defined contribution plans

Immediate or pending trade and settlement accounting is supported by the Omni solution. Omni's cash, unit or share accounting capability supports company stock and specialized product pricing at the system or local plan levels.

Calculations performed by Omni include personal rates of return, all necessary state and federal taxes, and even some local-level taxes. These calculations can then be included in your organizational or client reports. Participant and loans have become more commonplace, which is why Omni delivers flexible and comprehensive loan administration. Special requirements for e-signature and group entitlements are maintained by the system's comprehensive security subsystem.

Benefits include:

- Powerful processing capability and connectivity.
- Immediate access to administrative functions from disparate locations to help enable work from anywhere in the world.
- Compliance with all applicable regulations.
- Comprehensive security subsystem for meeting e-commerce requirements.
- Improves customer service and positions your business to take advantage of growth opportunities and new markets.

Reconciling deposits

With Omni's deposit reconciliation feature, Omni matches and balances plan deposits to the supporting participant credit transaction detail. Employer deposits and control totals are reconciled with the transaction detail through cash control accounts. By using defined adjustment codes, each system can be customized to meet various processing needs, including:

- Payroll contributions (employee and employer)
- Loan repayments
- Participant rollovers
- Forfeitures
- Conversions

Omni compares these receipt transactions with the deposit method used (i.e., wires, checks, ACH transmissions). It allows detailed information to be stored so that it can be easily accessed, tracked and researched for various purposes.

An ACH debit feature allows you to transfer funds by authorizing the state to electronically debit your bank account for the amount you report to the state's data collection service. Your account can be debited only after you initiate the request and specify the amount. Various screens are available to view, sort records and obtain history.

Providers need to absorb legislation rapidly and continually evolve with regulatory requirements. Providers need to remain transparent in their reporting capabilities to meet fee disclosure regulations.

Administering defined benefit plans

FIS' Omni system helps support all pension administration requirements, as well as pension equity plans, non-qualified plans, and other hybrid plans. Globally, Omni can administer a variety of retirement schemes, such as government-sponsored, occupational and traditional.

Omni allows you to set up your plans in the system, flexibly, using predefined parameters. Several base system mortality tables and improvement scales are included or you can add custom mortality tables and/or improvement scales. Mortality tables can then be projected based on those predefined or custom improvement scales. In addition, Omni allows multiple definitions for any type of benefit formula. Omni has functionality to perform benefit projections for one participant, a group of participants or an entire plan. Whether the purpose is for retirement planning, statements or distribution requests, Omni gives you the ability to vary your benefit projection assumptions.

The system stores multiple compensation definitions in any frequency and its comprehensive payment processing capabilities include withholding, deductions, rollovers and direct deposit. When it comes to a participant's service history, Omni tracks it from hire date to payout, including histories of complete compensation service, status and prior benefit and calculation histories. Even leaves and breaks in service are accounted for in the system, and the rehire process is automated. The Omni system can also account for plan changes in service rules.

With Omni, you can define multiple benefit formulas that can vary by event. The system's flexible definition methods give you the ability to include grandfathered benefits, which can then be used for comparison at the commencement of normal retirement or at payment time. The formulas include covered compensation and social security, which are calculated based on regulatory guidelines.

Beyond regulatory driven calculations, Omni also calculates benefits for participants, beneficiaries, and qualified domestic relations orders (QDROs). It also calculates actuarial factors, including early and late retirement and optional payment forms.

Whether you need to calculate employee and employer portions of accrued benefits that have mandatory contributions, or pre-retirement survivor coverage costs to assist participants in their analyses and decision making, the tools and tables in Omni can help.

Capable of processing all events related to a participant, including hire, plan entry, termination, payment death and QDRO, these events are treated like transactions and Omni maintains a complete audit trail of its processing, including data updates.

DEFINED CONTRIBUTION PLANS ADMINISTERED:

- 401 (k)
- 403 (b)
- 457

**The retirement industry
hits a new mark – \$20
trillion in assets.**

2015 SPARK MARKETPLACE UPDATE

Administering annuities

FIS' Omni solution provides you with the calculations and tracking necessary for annuity administration. This feature comes with online access to annuity master records. FIS' customers can easily administer all maintenance including adjustments to payments, transfers at death of the annuitant, and annuity estimates and validation. Omni also contains calculations and processing for variable annuities.

Omni supports several types of annuities. Guaranteed period and joint and survivor percent is user defined. This allows any guaranteed period or joint and survivor percent to be used in the calculations. Features include:

- Flexibility for custom control and setup
- Complete data access and reporting functionality
- Ability to adjust payments easily and transfers at death of annuitant
- Automated payment files for transactions
- Estimate screens for easy calculating
- Activity history reports
- Data validation for accuracy in processing

Offered annuity types

- Single Life
- Cash Refund
- Single Life and Guaranteed Period
- Joint and Survivor
- Guaranteed Period Only
- Joint and Survivor with Guaranteed Period
- Installment refund

For more detailed information on the featured highlights of this application and its tools, including access, functionality, reporting capabilities and requirements, please contact your FIS account or relationship manager.

COMMON PAYMENT OPTIONS INCLUDE:

- Life annuity with guarantee
- Certain period annuity
- Level income
- Joint and survivor
- Joint and last survivor
- Joint and survivor with guarantee
- Joint and last survivor with guarantee
- Modified cash refund (single and joint life)
- Full cash refund
- Installment refund
- Lump sum

For more information

For more information about FIS' Plan Administration, contact retirement.sales@fisglobal.com.